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U.S. PATENT DOCUMENTS									
Examiner Initials	Cite No.	Document Number	Publication Date/ Issue Date MM-DD-YYYY 06-03-2003	Name of Patentee or Applicant of Cited Document Kesel	Pages, Columns, Lines, Where Relevan Passages or Relevant Figures Appear				
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		NON PATENT LITERATURE DOCUMENTS	
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/NU/	AK	http://www.servicereports.com/hrsurvey.html pp. 1-2; Sep. 5, 2003.	
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<sup>1</sup>Applicant is to place a check mark here if English language translation is attached.

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